

Virginia National Guard ~ EEO Review ~ May 2009



Produced monthly by the State Equal Employment Management Office (SEEM)...

MESSAGE FROM THE SEEM

"If we cannot end now our differences, at least we can help make the world safe for diversity"
John F. Kennedy

This is one of my very favorite quotes as it relates to what we do here in the Equal Opportunity office. I want to ensure that Soldiers and Airmen are well aware of their rights as it relates to filing a complaint of discrimination.

- Technicians have 45 days from the date they believe they were discriminated against (or the date they became reasonably aware)
- AGR, M-Day and Traditional personnel have 180 days from the date they feel they were discriminated against (or the date they became reasonably aware)

Complaints may be originated with the chain of command, EO personnel in the units or the SEEM office. The goal is always to resolve the complaint at the lowest level possible.

Mediation is a wonderful tool to assist in the complaint process. This is a method by which the two parties are brought to the table with a third party neutral to discuss issues and seek resolution. I always encourage and offer mediation during the complaint process. It is a powerful tool that has a high success rate.

ASIAN PACIFIC AMERICAN HERITAGE MONTH 1-31 MAY 2009

Did you know?

Once many major cities in California featured distinctive Japanese neighborhoods known as ***Japantowns***, or ***Nihonmachi***.

These towns were left deserted in the Japanese internment during World War II.

There are three remaining Japantowns of any size in the United States, located in San Francisco, Los Angeles, and San Jose, California.

Japanese Food Facts:

Japanese cooking enjoys a reputation as very healthy and has become popular in the United States. Food is usually stir-fried and cut into small pieces. Chopsticks are used.

Common ingredients:



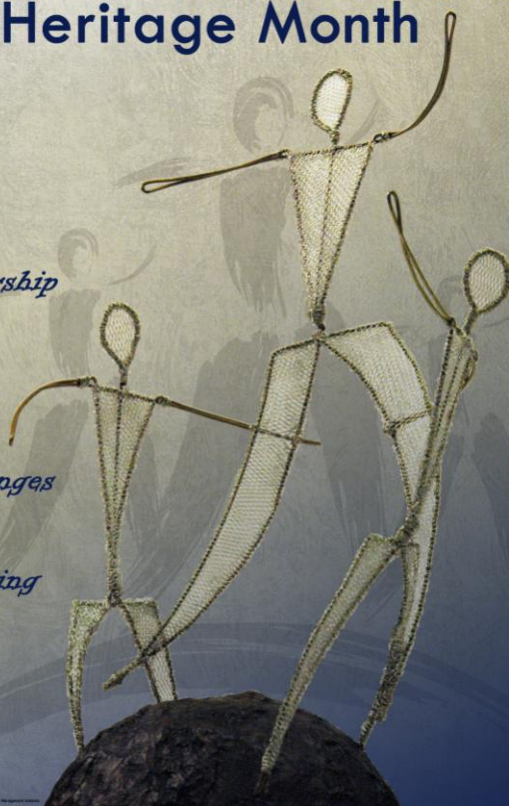
Seafood, beef, chicken, rice, soybeans, vegetables, seaweed; fruit

Popular dishes:

Sushi (chopped raw fish served with rice soaked in vinegar); tempura, (deep fried shrimp or vegetables); teriyaki (marinated beef); noodles; tofu (made of soybeans); soups

Asian Pacific American Heritage Month

*Leadership
to
Meet
the
Challenges
of a
Changing
World*



ASIAN PACIFIC AMERICANS

Asian Pacific Americans have been in the United States for over 150 years; however, little is known about their history. To better understand the variety of backgrounds, traditions, and paradigms of these vital members of our society is to better understand what makes America itself great as a nation of immigrants. "Asian-Pacific-American" affixes a common label to a vast array of ethnic groups. The common American perception tends to lump all Asians together into one racial group, without distinct ethnic and cultural differences. The term actually identifies individuals from at least 29

different countries, each with a unique historical and cultural heritage of its own. There are many differences in language, food, and religions among Asian-Pacific-Americans as among the Greeks, Irish, Italians, or Germans.

Check out these links: <https://www.fapac.org/home.aspx>
<http://www.apahc.org/>

13 Feng Shui Tips

Some suggestions for harmonizing where you live

While a feng shui master, or geomancer, would need to analyze a specific problem for a proper diagnosis, some basic tips can be followed to keep your house in balance.

1. **Energy, qi, (pronounced "chee"),** should flow freely through your home, entering through the front door and exiting out the back. Clutter, sharp angles, nooks and crannies, and storage areas can slow down energy, causing it to stagnate and become unhealthful.
2. **Energy should not disappear so quickly** it has no time to do any good, so if your front door has an unimpeded view to the back door, consider blocking it with screens.
3. **Busy streets, train tracks, and airplane flight paths all generate energy that may move too fast** to enter your home. A wall, trees, shrubbery, and hanging plants are often used to slow down or to screen out fast-moving or negative energy. A weathervane or water, such as a fountain in the front of the house, might also help.
4. **Intersections create lots of qi.** If your front door is not well situated, it could become bombarded with energy, making relaxation impossible. A mirror on the front of the house can deflect energy.
5. **Balance is a cornerstone** of happiness and good design. Everything from exterior lamp poles to inside decorations might need balancing to generate harmonious energy.
6. **Sharp, jutting angles need to be softened** by placing plants or statues in front.
7. **Furniture in the living room should facilitate** movement and conversation. Since the living room is a yang area, consider adding yin influences with plants, soft cushions, and perhaps a fish tank.
8. **The foot of a bed should not be in a direct line** to the door since in ancient China the dead were laid with their feet toward the door of the death house for easier access to heaven.
9. **Mirrors should not face a bed** because the spirit leaves the body in the night and might get upset at seeing its reflection, causing a disturbed sleep.

10. Round dining room tables are best since the circle symbolized heavenly blessings. Dining room chairs should be of an even number and should be comfortable. Décor should be simple so as not to distract from the food.

11. Food represents wealth to the Chinese, and therefore the kitchens can generate general happiness. Kitchens should be balanced because of the presence of two major elements—fire, with its yang energy, and water, which is a yin force.

12. The bathroom is the most yin room in the house because of the presence of water. Yang elements, such as bright colors or candles may be added.

13. Gardens create a pleasant view. They should contain balance and have a natural look. Flowering plants will bring good luck.

UPCOMING SPECIAL EMPHASIS EVENTS

~May 26, 2009 Asian Pacific
American Heritage Month
Program at Red Horse Auditorium
1030-1130 at SMR Virginia
Beach Virginia.

~August 26, 2009 Women's
Equality Day
~September 15- October 15, 2009
Hispanic Heritage Month
~October 1-31, 2009 National
Disability Employment
Awareness Month

Prevention of Sexual Harassment (POSH) /Equal Opportunity (EO) Training

Our office is available to provide POSH/EO training to all fulltime staff of the Virginia National Guard (State, Federal, Civilians). You may contact our office to schedule training at 804-236-6008. POSH/EO training is required annually.

Curious About EO?

Have a question think it may be EO related or not, just ask us and we will get you on the right path to your answer if it is not in our lane.

Question: *What form is required when filing a military complaint?*

Answer: *Discrimination Complaint in the Army and Air National Guard;
NGB Form 333*

HOLOCAUST REMEMBRANCE

Holocaust Remembrance touches Virginia National Guard. Soldiers and Airmen of the Virginia National Guard came together at Fort Pickett April 15 to pay remembrance to those who suffered during the Holocaust through prayer, reflection and the words of a special guest speaker.



Jay Ipson, a Holocaust survivor speaks to an audience of Virginia Guardsmen about his experiences as a Jew during the Holocaust. (Photo by Sgt. Andrew H. Owen, Virginia Guard Public Affairs)



A basket of sandwiches at the Holocaust Days of Remembrance Program stand to remind viewers of the treatment of Jews during the Holocaust. The sandwiches were prepared by Air Force Master Sgt. Ann Bey, a Human Resources Sergeant in the Virginia Guard. (Photo by Sgt. Andrew H. Owen, Virginia Guard Public Affairs)



MEMORIAL DAY HISTORY

Memorial Day, originally called Decoration Day, is a day of remembrance for those who have died in our nation's service.

Memorial Day was officially proclaimed on 5 May 1868 by General John Logan, national commander of the Grand Army of the Republic, in his General Order No. 11, and was first observed on 30 May 1868, when flowers were placed on the graves of Union and Confederate soldiers at Arlington National Cemetery. The first state to officially recognize the holiday was New York in 1873. By 1890 it was recognized by all of the northern states. The South refused to acknowledge the day, honoring their dead on separate days until after World War I (when the holiday changed from honoring just those who died fighting in the Civil War to honoring Americans who died fighting in any war). It is now celebrated in almost every State on the last Monday in May (passed by Congress with the National Holiday Act of 1971 (P.L. 90 - 363) to ensure a three day weekend for Federal holidays), though several southern states have an additional separate day for honoring the Confederate war dead: January 19 in Texas, April 26 in Alabama, Florida, Georgia, and Mississippi; May 10 in South Carolina; and June 3 (Jefferson Davis' birthday) in Louisiana and Tennessee.

This Publication will be distributed on a monthly basis. If you have any questions or comments, please call Capt Antoinette Allen at (804) 236-6007/DSN 864-6007 or Antoinette.allen3@us.army.mil